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ABSTRACT

Information on 1986 salaries and benefits for faculty, staff, and administrators in the Illinois public community college system is provided in this report. After introductory material provides a summary overview of the report, information is presented on fiscal year (FY) 1987 contractual base salaries for full-time faculty; FY86 full-time faculty salaries; FY87 part-time faculty salaries and full-time faculty overload and summer rates; salary schedules for full-time faculty with a master's degree; institutional policies related to faculty salaries and contracts; FY87 contractual base salaries for administrators and other professional staff; salaries paid to selected administrators during FY87; FY87 monthly classified staff salaries; fringe benefits; and salary increases. Selected findings include the following: (1) the median FY87 contractual base salary for faculty with 9-month contracts was $30,583, and for faculty with 12-month contracts was $31,265; (2) part-time faculty salary rates averaged $290 per course semester hour; (3) the average FY87 contractual base salary paid to other professional staff with 9-month contracts was $32,468; (4) the average administrative staff contractual salary ranged from a low of $27,836 to a high of $52,786; and (5) the cost of fringe benefits in FY86 for full-time teaching faculty averaged $2,405. (HB)

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FALL 1986 SALARY SURVEY REPORT

FOR THE

ILLINOIS PUBLIC COMMUNITY COLLEGES

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FALL 1986 SALARY SURVEY REPORT FOR THE ILLINOIS PUBLIC COMMUNITY COLLEGES

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INTRODUCTION

The Fall 1986 Salary Survey for the Illinois Public Community Colleges was essentially the same as the survey conducted during the fall of 1985. The survey requests faculty salary data which are based on actual contracts, salaries from faculty salary schedules, part-time faculty salary rates, overload faculty salary rates, total fiscal year (W-2 type) faculty salaries, administrative salaries, other professional salaries, average faculty load information, salaries for positions similar to Universities Civil Service classifications, and salaries of select administrators.

At the time data for this report were compiled, six districts had not yet finalized negotiations for fiscal year 1987 salary increases (Thornton, Kishwaukee, Joliet, Lincoln Land, Spoon River, and State Community College). Two of these districts (Spoon River and State Community College) submitted data pertaining to their institutional policies and fiscal year 1986 information such as fringe benefits and W-2 salaries. One college (Shawnee) was not able to meet the deadline for publication of this report.

Since such a large number of districts are not included in this report, extreme care should be exercised in comparing this year's statewide ranges and average salaries to last year's numbers.

Section I

FISCAL YEAR 1987 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 1 summarizes the ranges of salaries for full-time faculty on 9-month contracts for fiscal year 1987.

Table 2 identifies the lowest, average, highest, and median academic year contractual base salaries of full-time faculty with 9-month contracts at each community college in Illinois reporting data. Table 3 provides the same information for full-time faculty with 12-month contracts.

The lowest salaries represent the lowest contractual base salary actually paid to a full-time faculty member at each of the community college districts and may be different from salary schedule salaries which are reported in Tables 7 and 8.

The high salaries represent the highest contractual base salary actually paid to full-time teaching faculty members for an academic year at each of the colleges reporting data. The mean salaries represent the weighted average of all full-time teaching faculty salaries at each community college district. Statewide average salary data reported throughout this report are weighted average salary data. The median salaries reported are those which are the middle salary at each college. The median salary is the most appropriate measure of central tendencies for salary data within a given college since it is not affected by extreme high or low salaries; however, it is not as meaningful when reporting statewide composite median salary data.

Table 1

SUMMARY OF FISCAL YEAR 1987 (9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Range		
	Low	-	High
Low Faculty Salaries	$11,033	-	$23,072
Average Faculty Salaries	$23,235	-	$38,683
High Faculty Salaries	$30,452	-	$48,450
Median Faculty Salaries	$22,257	-	$39,656

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Table 2

FISCAL YEAR 1987 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MOS.)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	Number of Staff	Range of FY 1987 Salaries Lowest	Average	Highest	Median FY 1987 Salary
501	Kaskaskia	51	$18956	$26540	$33566	$25502
502	DuPage	207	20759	35987	45765	37623
503	Black Hawk	139	17285	28885	38699	28033
504	Triton	218	19950	34281	47794	34207
505	Parkland	159	18625	33401	42741	33761
506	Sauk Valley	46	11033	27294	37053	29200
507	Danville	57	13500	26516	35524	28781
508	Chicago	1028	19441	36238	48450	37749
509	Elgin	76	18882	32175	40019	32206
510	Thornton	DNA	DNA	DNA	DNA	DNA
511	Rock Valley	126	17658	30204	37323	30483
512	Harper	168	23072	38683	47304	39656
513	Illinois Valley	74	18658	29088	34869	26763
514	Illinois Central	181	17500	31339	41784	31933
515	Prairie State	92	21428	31698	40497	31816
516	Waubonsee	58	18940	30422	38706	30958
517	Lake Land	83	17905	26177	34666	27820
518	Carl Sandburg	48	16707	25512	34132	25562
519	Highland	39	18550	28337	35312	29656
520	Kankakee	51	16766	25766	37328	25629
521	Rend Lake	32	19000	27078	33500	27250
522	Belleville	103	15156	34496	43668	35533
523	Kishwaukee	DNA	DNA	DNA	DNA	DNA
524	Moraine Valley	167	17773	29885	41298	29373
525	Joliet	DNA	DNA	DNA	DNA	DNA
526	Lincoln Land	DNA	DNA	DNA	DNA	DNA
527	Morton	57	21432	32976	40213	33641
528	McHenry	47	18700	29767	41054	29206
529	Illinois Eastern	107	16568	23235	30452	22257
530	Logan	56	20317	29143	37436	29176
531	Shawnee	DNA	DNA	DNA	DNA	DNA
532	Lake County	156	22055	35961	43199	33528
533	Southeastern	25	21245	28108	33871	28612
534	Spoon River	31	16316	27044	33033	28634
535	Oakton	134	19304	36819	43107	37543
536	Lewis & Clark	74	18275	28797	34744	28789
537	Richland	36	19917	27960	34141	27783
539	John Wood	0	0	0	0	0
601	State Comm. Coll.	DNA	DNA	DNA	DNA	DNA
	Total/Averages	3926	$18490	$32787	$38789	$30583

DNA = Data Not Available

Illinois Community College Board

Table 3

FISCAL YEAR 1987 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MOS.)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	Number of Staff	Range of FY 1987 Salaries			Median FY 1987 Salary
			Lowest	Average	Highest	
501	Kaskaskia	10	$23688	$27810	$31735	$28135
502	DuPage	0	0	0	0	0
503	Black Hawk	8	22676	31461	47600	26642
504	Triton	0	0	0	0	0
505	Parkland	0	0	0	0	0
506	Sauk Valley	10	23454	29149	35267	29354
507	Danville	0	0	0	0	0
508	Chicago	0	0	0	0	0
509	Elgin	0	0	0	0	0
510	Thornton	DNA	DNA	DNA	DNA	DNA
511	Rock Valley	0	0	0	0	0
512	Harper	2	40064	41773	43482	41773
513	Illinois Valley	8	23360	25796	31162	27261
514	Illinois Central	0	0	0	0	0
515	Prairie State	0	0	0	0	0
516	Waubonsee	0	0	0	0	0
517	Lake Land	6	22788	27323	31200	27387
518	Carl Sandburg	0	0	0	0	0
519	Highland	0	0	0	0	0
520	Kankakee	1	30770	30770	30770	30770
521	Rend Lake	20	25313	32153	40006	32217
522	Belleville	6	28693	44296	55291	48154
523	Kishwaukee	DNA	DNA	DNA	DNA	DNA
524	Moraine Valley	0	0	0	0	0
525	Joliet	DNA	DNA	DNA	DNA	DNA
526	Lincoln Land	DNA	DNA	DNA	DNA	DNA
527	Morton	0	0	0	0	0
528	McHenry	0	0	0	0	0
529	Illinois Eastern	13	24000	29412	30900	30900
530	Logan	0	0	0	0	0
531	Shawnee	DNA	DNA	DNA	DNA	DNA
532	Lake County	0	0	0	0	0
533	Southeastern	5	26083	28395	31277	27772
534	Spoon River	0	0	0	0	0
535	Oakton	0	0	0	0	0
536	Lewis & Clark	0	0	0	0	0
537	Richland	0	0	0	0	0
539	John Wood	15	14500	24937	36600	24817
601	State Comm. Coll.	DNA	DNA	DNA	DNA	DNA
	Total/Averages	104	$25449	$29934	$37108	$31265

DNA = Data Not Available

Section II

TOTAL FISCAL YEAR 1986 FULL-TIME FACULTY SALARIES (W-2 TYPE) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 4 compares the contractual base salaries reported for fiscal year 1986 and the total salaries paid to full-time faculty in fiscal year 1986. The Fiscal year 1986 W-2 type salaries include all overloads and compensation for extra assignments paid to full-time faculty from July 1, 1985 to June 30, 1986.

The state average total fiscal year salary paid to faculty in fiscal year 1986 for those districts reporting data is $3,095 more than the state average academic year (9 months) contractual salary for full-time teaching faculty in fiscal year 1986. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

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Table 4

A COMPARISON OF FISCAL YEAR 1986 CONTRACTUAL BASE SALARIES AND TOTAL FISCAL YEAR (W-2 TYPE) SALARIES OF FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	FY 1986 Full-time Average Faculty Contractual Base Salaries	FY 1986 Total Full-time Average Faculty Salaries	Dollar Difference	Percent Difference
501	Kaskaskia	$25299	$28711	$ 3412	13.49%
502	DuPage	33875	40108	6233	18.40
503	Black Hawk	27221	28926	1705	6.30
504	Triton	DNA	39006	---	---
505	Parkland	30698	34227	3529	11.50
506	Sauk Valley	26353	28706	2353	8.93
507	Danville	25471	28752	3281	12.88
508	Chicago	33773	36238	2465	7.30
509	Elgin	29398	35002	5604	19.06
510	Thornton	33609	DNA	---	---
511	Rock Valley	27714	32141	4427	15.97
512	Harper	36485	41242	4757	13.04
513	Illinois Valley	28956	31647	2691	9.29
514	Illinois Central	29514	36390	6876	23.30
515	Prairie State	30830	33509	2679	8.70
516	Waubonsee	28898	32592	3694	12.78
517	Lake Land	24820	29468	4648	18.73
518	Carl Sandburg	24790	28432	3642	14.69
519	Highland	26792	28511	1719	6.42
520	Kankakee	22603	28503	5900	26.10
521	Rend Lake	26200	30101	3901	14.89
522	Belleville	31989	45191	13202	41.27
523	Kishwaukee	DNA	DNA	---	---
524	Moraine Valley	27509	36614	9105	33.10
525	Joliet	32213	DNA	---	---
526	Lincoln Land	29014	DNA	---	---
527	Morton	31170	32582	1412	4.53
528	McHenry	27647	31136	3489	12.62
529	Illinois Eastern	21485	28013	6528	30.38
530	Logan	28894	35771	6877	23.80
531	Shawnee	22649	DNA	---	---
532	Lake County	33113	36077	2964	8.95
533	Southeastern	26949	25912	-1037	-3.85
534	Spoon River	26772	29012	2240	8.37
535	Oakton	33040	37667	4627	14.00
536	Lewis & Clark	27570	29200	1630	5.91
537	Richland	25870	29967	4097	15.84
539	John Wood	*	*	*	*
601	State Comm. Coll.	24532	26171	1639	6.70
	Averages	**	**	**	**

*All faculty are on 12-month contracts/40 hours per week.
**Averages were not computed due to a lack of comparable information between some of the districts. However, this information has been included in Columns 1 and 2 for your review.

DNA = Data Not Available

Section III

FISCAL YEAR 1987 PART-TIME FACULTY SALARY RATES AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 5 summarizes part-time faculty and full-time faculty overload and summer term salary rates in Illinois public community colleges during fiscal year 1987.

Table 6 presents the average part-time faculty salary rates per semester credit hour and full-time faculty overload rates by each community college district. The first column shows the part-time faculty rate per course credit hour. This rate is the amount paid to part-time teachers who might, for example, teach a night class at an extension center. The second column shows the overload rate for full-time faculty for the academic year. This rate represents the amount paid to full-time faculty for teaching courses above the full-time load during the academic year. Often this is compensation for teaching an extra night class or for teaching an additional class in the daytime. The third column reflects the amount received by full-time faculty members for teaching a class during the summer term. Community colleges have many different bases for determining part-time faculty rates as well as overload rates. Some colleges pay a flat rate per course or a flat rate per term, while other colleges base their rates on contact hours or credit hours; still others pay an hourly rate. In addition, many of the colleges' overload rates for full-time faculty are based on a percentage of that faculty member's actual salary.

Table 5

STATE SUMMARY OF FISCAL YEAR 1987 PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM SALARY RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Lowest	Mean	Highest
Part-time Faculty Rates	$225	$290	$510
Overload Rates (Full-time)	$259	$379	$901
Summer Term Rates (Full-time)	$260	$485	$937

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Table 6

FISCAL YEAR 1987 AVERAGE PART-TIME FACULTY SALARY RATES PER COURSE CREDIT HOUR AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	Part-time Faculty Rate Per Course Credit Hour	Full-time Faculty Rate Per Course Credit Hour	
			Overload Rate for Academic Year	Rate for Summer Term
501	Kaskaskia	$292	$292	$325
502	DuPage	282	288	882
503	Black Hawk	285	295	295
504	Triton	290	488	608
505	Parkland	510	510	620
506	Sauk Valley	238	259	350
507	Danville	278	325	350
508	Chicago	233	*	*
509	Elgin	273	325	400
510	Thornton	DNA	DNA	DNA
511	Rock Valley	263	395	533
512	Harper	390	410	N/A
513	Illinois Valley	325	300	400
514	Illinois Central	296	400	924
515	Prairie State	250	272	272
516	Waubonsee	280	400	400
517	Lake Land	255	275	*
518	Carl Sandburg	278	278	390
519	Highland	235	405	405
520	Kankakee	305	322	*
521	Rend Lake	240	325	525
522	Belleville	240	530	937
523	Kishwaukee	DNA	DNA	DNA
524	Moraine Valley	290	697	730
525	Joliet	DNA	DNA	DNA
526	Lincoln Land	DNA	DNA	DNA
527	Morton	276	276	276
528	McHenry	283	*	*
529	Illinois Eastern	226	N/A	375
530	Logan	285	395	483
531	Shawnee	DNA	DNA	DNA
532	Lake County	350	360	350
533	Southeastern	270	365	390
534	Spoon River	275	901	901
535	Oakton	337	385	385
536	Lewis & Clark	225	260	260
537	Richland	360	360	522
539	John Wood	300	300	300
601	State Comm. Coll.	350	350	N/A
	Averages	$290	$379	$485

*Prorated based on contractual salary.
DNA = Data Not Available
N/A = Not Applicable

Section IV

SALARIES BASED ON FISCAL YEAR 1987 SALARY SCHEDULES FOR FULL-TIME FACULTY WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

A state summary of the range and average salaries of fiscal year 1987 salary schedule salaries for faculty with a master's degree at those community college districts which have salary schedules is shown in Table 7.

Table 8 provides the fiscal year 1987 salary schedule salaries at each community college in Illinois. These salaries are based on the salary schedules at the colleges and not on the actual salaries paid.

Table 7

SUMMARY OF FISCAL YEAR 1987 SALARY SCHEDULE SALARIES FOR FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Salary Schedule Categories	District Range Low - High	State Average
Master's Degree, Plus Zero Hours (No Experience)	$15,941 - $20,906	$18,032
Master's Degree, Plus Zero Hours (5 Years Experience)	$18,895 - $26,421	$21,831
Master's Degree, Maximum Hours (5 Years Experience)	$19,714 - $35,627	$25,793
Master's Degree, Maximum Hours (Highest Salary)	$22,339 - $48,450	$37,202

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Table 8

SALARIES BASED ON SALARY SCHEDULES FOR
FULL-TIME TEACHING FACULTY WITH MASTER'S DEGREES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 1987

Dist. No.	District Name	Zero Hours, No Experience	Zero Hours, 5 Years Experience	Maximum Hours, 5 Years Experience	Maximum Hours, Highest Salary
501	Kaskaskia	$17351	$20026	$23771	$32866
502	DuPage	18872	26421	31177	43202
503	Black Hawk	17285	19663	25449	38699
504	Triton	19950	25526	31450	44253
505	Parkland	18500	23000	25200	39575
506	Sauk Valley	16325	18895	28341	37845
507	Danville	N/A	N/A	N/A	N/A
508	Chicago	19121	20981	23884	48450
509	Elgin	16636	19630	26754	40019
510	Thornton	DNA	DNA	DNA	DNA
511	Rock Valley	16803	20223	23643	35613
512	Harper	20341	25359	35627	47304
513	Illinois Valley	19480	21128	24997	34045
514	Illinois Central	17435	N/A	N/A	41784
515	Prairie State	17861	21206	25417	38945
516	Waubonsee	18238	21751	25915	37824
517	Lake Land	16319	18944	19714	22339
518	Carl Sandburg	16077	19827	21907	34132
519	Highland	17192	20854	25616	34367
520	Kankakee	17347	N/A	DNA	35207
521	Rend Lake	19000	21500	25000	32500
522	Belleville	15941	18965	21894	36935
523	Kishwaukee	DNA	DNA	DNA	DNA
524	Moraine Valley	16165	20188	21416	44652
525	Joliet	DNA	DNA	DNA	DNA
526	Lincoln Land	DNA	DNA	DNA	DNA
527	Morton	20606	24954	27458	38564
528	McHenry	18145	20910	23120	29195
529	Illinois Eastern	17426	N/A	N/A	29749
530	Logan	20406	22806	26795	35915
531	Shawnee	DNA	DNA	DNA	DNA
532	Lake County	20906	25898	31479	41142
533	Southeastern	18938	21860	25041	33416
534	Spoon River	DNA	DNA	DNA	DNA
535	Oakton	18455	22699	29754	43107
536	Lewis & Clark	17096	20151	21322	30118
537	Richland	16737	26084	24269	34311
539	John Wood	N/A	N/A	N/A	N/A
601	State Comm. Coll.	DNA	DNA	DNA	DNA
	Averages	$18032	$21831	$25793	$37202

N/A = Not Applicable
DNA = Data Not Available

Section V

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 9 summarizes the institutional policies related to faculty salaries and faculty contracts at each public community college district in Illinois. These policies often have a considerable impact on the salaries presented elsewhere in this report. The average number of weekly class contact hours per full-time instructional faculty, for example, has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty.

Table 10 shows these institutional policies for each college. Of the 34 community college districts in Illinois reporting, twelve have professional rank, although not all of these use rank as a criteria for salary determinations. Thirty-two public community college districts reported that they have master contracts with the faculty.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentations, working on curriculum development, and serving on college committees. Accordingly, although the state average number of required weekly hours for the faculty does not total 40 hours, most faculty members spend over 40 hours per week on their full-time assignments.

Table 9

SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 1987

	Range Low - High	State Average
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	25 - 33	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	12.5 - 20	16
Average Weekly Office Hours	2 - 15	7
Average Weekly Academic Advising Hours*	1 - 6	3
Length of Full-time Faculty Academic Year Contract in Months	8.0 - 12	9.0

*Many districts noted that weekly advising hours are included in the weekly office hours reported.

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Table 10

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1986

Dist. No.	District Name	Ave. Yearly Semester Credit Hours Taught	Ave.Weekly Class Contact Hrs. Teaching	Average Weekly Office Hours	Ave.Weekly Academic Advising Hours*	Professional Rank	Length of Academic Year	Has Master Contract	Multiple Year Contract	Number of Years in Contract	Full-time Faculty Salary Schedule	Has Collective Bargaining	Recognized College Negotiating Body
501	Kaskaskia	30	18	10	2	No	9 Mos.	Yes	Yes	3	Yes	Yes	College Education Association
502	DuPage	30	15	10	0	Yes	9 Mos.	Yes	Yes	3	Yes	Yes	Faculty Association
503	Black Hawk	30	N/A	5	0	Yes	9 Mos.	Yes	Yes	3	Yes	Yes	IFT
504	Triton	30	15	5	0	No	10 Mos.	Yes	Yes	2	Yes	Yes	AFT
505	Parkland	26	16	5	0	No	9 Mos.	Yes	Yes	3	Yes	Yes	
506	Sauk Valley	32	16	5	0	Yes	9 Mos.	Yes	Yes	2	Yes	Yes	Faculty Association
507	Danville	33	16.5	5	0	No	8 Mos.	Yes	Yes	2	No	Yes	IEA/NEA
508	Chicago	25	12.5	2	2	Yes	9 Mos.	Yes	Yes	3	Yes	Yes	AFT
509	Elgin	32	16	5	0	No	9 Mos.	Yes	Yes	3	Yes	Yes	Faculty Association
510	Thornton	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	
511	Rock Valley	30	15	10	0	Yes	9 Mos.	No	Yes	2	Yes	No	
512	Harper	30	15	10	0	Yes	9 Mos.	Yes	Yes	2	Yes	Yes	AFT
513	Illinois Valley	30	15	10	0	No	8 Mos.	Yes	Yes	3	Yes	Yes	AFT
514	Illinois Central	27	16	5	0	Yes	9 Mos.	Yes	Yes	4	Yes	Yes	Faculty Forum
515	Prairie State	33	16.5	4	0	No	8 Mos.	Yes	Yes	2	Yes	Yes	AFT
516	Waubonsee	30	16.5	5	0	No	9 Mos.	Yes	Yes	2	Yes	Yes	AFT
517	Lake Land	30	15	5	5	No	9 Mos.	Yes	Yes	2	Yes	Yes	IFT/AFT
518	Carl Sandburg	30	15	5	0	No	9 Mos.	Yes	Yes	2	Yes	Yes	SFA
519	Highland	29	17.5	5	5	No	9 Mos.	Yes	Yes	3	Yes	Yes	AFT
520	Kankakee	31	20	9	1	No	9 Mos.	Yes	Yes	3	Yes	Yes	IFT
521	Rend Lake	31	19	5	0	No	8 Mos.	Yes	Yes	2	Yes	Yes	IFT
522	Belleville	30	15	10	0	No	9 Mos.	Yes	No	N/A	Yes	Yes	AAUP, IFT/AFT
523	Kishwaukee	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	
524	Moraine Valley	30	N/A	4	0	Yes	10 Mos.	Yes	Yes	3	Yes	Yes	Faculty Association
525	Joliet	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	
526	Lincoln Land	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	
527	Morton	30	15	6	0	No	8 Mos.	Yes	Yes	3	Yes	Yes	AFT
528	McHenry	30	15	5	0	Yes	9 Mos.	Yes	Yes	2	Yes	Yes	Faculty Association
529	Illinois Eastern	32	N/A	N/A	0	No	9 Mos.	Yes	Yes	3	Yes	Yes	IEA/NEA
530	Logan	30	15	10	1	No	9 Mos.	Yes	Yes	3	Yes	Yes	IAHE Association
531	Shawnee	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	
532	Lake County	30	15	10	6	No	8 Mos.	Yes	Yes	2	Yes	Yes	AFT
533	Southeastern	30	15	15	0	No	8.4 Mos.	Yes	Yes	3	Yes	Yes	College Education Association
534	Spoon River	30	18	10	0	No	9 Mos.	Yes	Yes	2	Yes	Yes	IEA/NEA
535	Oakton	30	15	10	0	Yes	9 Mos.	Yes	Yes	3	Yes	Yes	IEA
536	Lewis & Clark	30	16	10	0	Yes	9 Mos.	Yes	Yes	3	Yes	Yes	IEA/NEA
537	Richland	30	15	5	0	Yes	9 Mos.	Yes	Yes	3	Yes	Yes	IFT/AFT
539	John Wood	**	**	**	**	No	12 Mos.	No	N/A	N/A	No	No	
601	State Comm. Coll.	30	15	10	0	No	9 Mos.	Yes	Yes	3	Yes	Yes	IFT
	Averages	30	16	7	3		9.0 Mos.						

*At many colleges, weekly advising hours are included with weekly office hours.
**All full-time employees are employed on a 12-month basis with a standard 40 hour work week.

DNA - Data Not Available
N/A - Not Applicable

Section VI

FISCAL YEAR 1987 CONTRACTUAL BASE SALARIES FOR OTHER PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 11 summarizes the range of fiscal year 1987 salaries for other professional staff in Illinois public community colleges.

Tables 12 and 13 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other professionals (9-month and 12-month) at each community college in Illinois. Other professional staff include counselors, librarians, and instructional support staff such as curriculum coordinators. Even though some colleges may classify some of these personnel types as non-teaching faculty, they were asked to report them in this category.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other professional staff with 9-month contracts was $32,468. For other professional staff with 12-month contracts, the weighted state average salary was $24,059.

Table 11

SUMMARY OF FISCAL YEAR 1987 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO OTHER PROFESSIONALS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Range of Salaries	
	Lowest	Highest
Lowest Salaries (9 month)	$11,200	$34,045
Lowest Salaries (12 month)	$10,360	$42,249
Average Salaries (9 month)	$14,800	$38,266
Average Salaries (12 month)	$15,075	$46,276
Highest Salaries (9 month)	$16,200	$48,450
Highest Salaries (12 month)	$17,064	$52,084
Median Salaries (9 month)	$16,087	$40,290
Median Salaries (12 month)	$15,132	$47,444

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Table 12

FISCAL YEAR 1987 CONTRACTUAL BASE SALARIES FOR
OTHER PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

Dist. No.	District Name	Number of Staff	Range of Current FY 1987 Salary Lowest	Average	Highest	Median FY 1987 Salary
501	Kaskaskia	4	$21096	$29110	$33566	$29821
502	DuPage	27	24534	35779	43877	37857
503	Black Hawk	4	20164	22908	26952	23691
504	Triton	14	23153	31465	47794	28142
505	Parkland	18	11200	19980	25656	19515
506	Sauk Valley	2	23568	26736	29904	26736
507	Danville	4	17028	22255	29325	21104
508	Chicago	76	21880	38266	48450	32881
509	Elgin	9	21092	31093	40019	27650
510	Thornton	DNA	DNA	DNA	DNA	DNA
511	Rock Valley	3	27063	28773	29628	29628
512	Harper	20	20992	36281	47304	40290
513	Illinois Valley	4	34045	34045	34045	34045
514	Illinois Central	22	21395	34497	41427	35048
515	Prairie State	5	22990	32904	38945	33529
516	Waubonsee	1	22346	22346	22346	22346
517	Lake Land	6	14906	21670	32614	16783
518	Carl Sandburg	0	0	0	0	0
519	Highland	0	0	0	0	0
520	Kankakee	0	0	0	0	0
521	Rend Lake	2	12675	16087	19498	16087
522	Belleville	3	30230	33219	34909	34519
523	Kishwaukee	DNA	DNA	DNA	DNA	DNA
524	Moraine Valley	21	15483	24846	35711	24490
525	Joliet	DNA	DNA	DNA	DNA	DNA
526	Lincoln Land	DNA	DNA	DNA	DNA	DNA
527	Morton	4	31746	36197	38764	37138
528	McHenry	6	26528	28269	30857	27503
529	Illinois Eastern	3	12000	14800	16200	16200
530	Logan	0	0	0	0	0
531	Shawnee	DNA	DNA	DNA	DNA	DNA
532	Lake County	15	22055	37110	43199	30266
533	Southeastern	3	18548	19327	20866	18548
534	Spoon River	DNA	DNA	DNA	DNA	DNA
535	Oakton	8	29876	35848	43107	33007
536	Lewis & Clark	3	18000	25266	29180	20430
537	Richland	0	0	0	0	0
539	John Wood	0	0	0	0	0
601	State Comm. Coll.	DNA	DNA	DNA	DNA	DNA
	Total/Averages	287	$21715	$32468	$34006	$27587

DNA = Data Not Available

Illinois Community College Board

Table 13

FISCAL YEAR 1987 CONTRACTUAL BASE SALARIES FOR
OTHER PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

Dist. No.	District Name	Number of Staff	Range of Current FY 1987 Salary Lowest	Average	Highest	Median FY 1987 Salary
501	Kaskaskia	0	$ 0	$ 0	$ 0	$ 0
502	DuPage	20	42249	46276	50394	47444
503	Black Hawk	4	21803	28275	40878	24802
504	Triton	0	0	0	0	0
505	Parkland	30	14685	27791	47315	26030
506	Sauk Valley	9	16960	22767	35040	21440
507	Danville	0	0	0	0	0
508	Chicago	363	10360	22045	37450	17935
509	Elgin	0	0	0	0	0
510	Thornton	DNA	DNA	DNA	DNA	DNA
511	Rock Valley	9	19000	25945	36544	27250
512	Harper	0	0	0	0	0
513	Illinois Valley	10	18740	30102	37270	28005
514	Illinois Central	17	21425	30461	38010	31590
515	Prairie State	0	0	0	0	0
516	Waubonsee	2	34256	35311	36366	35311
517	Lake Land	20	12349	21154	25999	21450
518	Carl Sandburg	12	15413	21785	34211	21001
519	Highland	12	11750	20533	30500	20800
520	Kankakee	14	13008	15075	17064	15132
521	Rend Lake	8	16524	23667	30353	22810
522	Belleville	10	17922	35162	50439	40307
523	Kishwaukee	DNA	DNA	DNA	DNA	DNA
524	Moraine Valley	57	14535	24823	52084	22778
525	Joliet	DNA	DNA	DNA	DNA	DNA
526	Lincoln Land	DNA	DNA	DNA	DNA	DNA
527	Morton	0	0	0	0	0
528	McHenry	6	15500	19105	22442	18727
529	Illinois Eastern	12	15120	18783	27500	17820
530	Logan	11	26841	32853	39636	32400
531	Shawnee	DNA	DNA	DNA	DNA	DNA
532	Lake County	6	22000	29100	39308	27079
533	Southeastern	8	19080	24845	31732	23391
534	Spoon River	DNA	DNA	DNA	DNA	DNA
535	Oakton	0	0	0	0	0
536	Lewis & Clark	9	12000	19857	27915	20034
537	Richland	5	35185	38193	41506	37435
539	John Wood	5	12896	22016	25600	23050
601	State Comm. Coll.	DNA	DNA	DNA	DNA	DNA
	Total/Averages	659	$19150	$24059	$35648	$26001

DNA = Data Not Available

Section VII

FISCAL YEAR 1987 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 14 summarizes the range of administrative staff contractual salaries for fiscal year 1987. The weighted average administrative staff salary ranged from a low of $27,836 to a high of $52,786.

Table 15 provides the number of administrative staff; lowest, average, and highest fiscal year 1987 salaries; and the median fiscal year 1987 salaries of administrative staff for each district reporting data. Administrative staff includes positions similar to those shown in Table 16.

Some colleges may classify some of these administrative positions as faculty or other professional staff. However, for the sake of comparison, they were asked to report them as administrative staff regardless of how they were classified at the college.

The statewide weighted average administrative salary for fiscal year 1987 was $39,109. The lowest reported administrative salary was $14,850, and the highest was $90,893.

Table 14

SUMMARY OF FISCAL YEAR 1987 CONTRACTUAL SALARIES PAID TO ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Range		
	Low	-	High
Lowest Administrative Salaries	$14,850		$37,700
Average Administrative Salaries	$27,836		$52,786
Highest Administrative Salaries	$53,500		$90,893
Median Administrative Salaries	$23,000		$51,927

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Table 15

FISCAL YEAR 1987 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	Number of Staff	Range of Current FY 1987 Salaries Lowest	Average	Highest	Median FY 1987 Salary
501	Kaskaskia	18	$18237	$35187	$58830	$34500
502	DuPage	23	30102	52786	85980	51927
503	Black Hawk	40	22412	38847	61380	39839
504	Triton	39	30210	44473	70000	40347
505	Parkland	23	26797	48287	90893	49273
506	Sauk Valley	17	23850	38122	62721	35614
507	Danville	20	23151	34533	58568	33872
508	Chicago	195	19776	37126	89078	42800
509	Elgin	25	26500	41400	62000	40434
510	Thornton	DNA	DNA	DNA	DNA	DNA
511	Rock Valley	20	19379	39575	69000	38167
512	Harper	28	37700	50229	85000	48328
513	Illinois Valley	12	23000	40768	65000	44000
514	Illinois Central	26	33425	45476	71250	44450
515	Prairie State	21	24185	42679	69900	38041
516	Waubonsee	23	26000	41593	72000	38200
517	Lake Land	19	18711	35420	61215	35045
518	Carl Sandburg	15	20067	35962	61883	34020
519	Highland	13	27840	38053	63250	35750
520	Kankakee	35	16114	32315	72500	32500
521	Rend Lake	21	26649	37209	61861	37274
522	Belleville	35	22783	45132	79407	43326
523	Kishwaukee	DNA	DNA	DNA	DNA	DNA
524	Moraine Valley	26	16000	40076	72000	43708
525	Joliet	DNA	DNA	DNA	DNA	DNA
526	Lincoln Land	DNA	DNA	DNA	DNA	DNA
527	Morton	14	27604	40154	59360	39481
528	McHenry	21	18860	33290	59129	33000
529	Illinois Eastern	63	14850	27836	63000	23000
530	Logan	19	20401	39712	65715	39293
531	Shawnee	DNA	DNA	DNA	DNA	DNA
532	Lake County	40	25722	42101	62000	40884
533	Southeastern	11	16612	36079	65000	31328
534	Spoon River	DNA	DNA	DNA	DNA	DNA
535	Oakton	30	26069	45860	64649	45036
536	Lewis & Clark	23	18520	35574	65000	35523
537	Richland	18	26063	37573	53500	35727
539	John Wood	12	23800	34492	65000	30600
601	State Comm. Coll.	DNA	DNA	DNA	DNA	DNA
	Total/Averages	945	$23481	$39109	$67690	$38603

DNA = Data Not Available

Section VIII

SALARIES PAID TO SELECT ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1987

A summary of the fiscal year 1987 contractual base salaries paid to select administrators in Illinois public community colleges appears in Table 16.

Table 17 indicates the contractual base salaries paid to select administrators in each of the public community colleges in Illinois during fiscal year 1987. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multi-campus institutions and executive vice presidents for internal affairs at single campus colleges. Due to the various administrative organizations which exist at the colleges, a particular position may not exist. An analysis of the entire administrative structure must be made before making comparisons between similar positions at two different colleges. Another item for consideration when making comparisons between colleges is the number of years an administrator has been in the position.

Table 16

SUMMARY OF FISCAL YEAR 1987 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	Range		State
	Low	High	Average
Executive of the District	$53,500	$90,893	$68,035
Campus Administrator	$47,500	$66,770	$55,810
Finance Officer	$43,955	$70,620	$52,304
Academic Officer	$38,500	$68,700	$50,945
Bacc. (Arts & Sci.)/Univ. Parallel Officer	$28,350	$56,633	$45,186
Occupational/Career Education Officer	$29,000	$56,633	$41,657
Student Services Officer	$33,480	$63,519	$44,406
Cont. Ed. Officer (Comm. Ed./Comm. Serv.)	$19,440	$55,200	$39,545
Director of Data Processing	$26,037	$55,847	$41,169
Director of Research & Planning	$22,637	$65,559	$40,280
Admissions and Records Officer	$20,540	$53,094	$35,864
Director of Counseling	$19,506	$56,633	$35,767
Director of Financial Aid	$18,237	$44,616	$30,488
Director of Job Placement	$18,520	$49,240	$30,262
Director of Student Activities	$15,717	$51,513	$31,681
Director of Library/LRC	$21,492	$53,923	$37,644
Development/Grants Officer	$23,500	$50,515	$33,369
Public Relations Officer	$18,000	$48,700	$30,971
Director of Personnel	$18,711	$74,900	$41,281

Illinois Community College Board

Table 17

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1987

Dist. No.	District Name	Executive Officer			Campus Administrator			Finance Officer			Academic Officer		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	$58830	3	1	$			$46375	20	2	$42856 (2)	3	2
502	DuPage	85980	8	1	63156 (2)	7/11	2	62240	7	2	54310	7	3
503	Black Hawk	63000	5	1	49000 (2)	1/5	2	45100	2	2			
504	Triton	70000	.5	1				53689	1	2	67310	3	2
505	Parkland	90893	19	1				63410	11.5	2	66129	19	2
506	Sauk Valley	62721	0	1				50921	21	2	46167	5	2
507	Danville	58568	5	1				47118	7	2	47501	5	2
508	Chicago	89078	3	1	59424 (6)	2/10	2	70620	0	2	48732 (7)	0/4	2
509	Elgin	62000	4	1				55213	6	2	50500	0	2
510	Thornton	DNA			DNA			DNA			DNA		
511	Rock Valley	69000	17	1				46240	12	3	52750	15	2
512	Harper	85000	8	1				66030	1	2	68700	9	2
513	Illinois Valley	65000	12	1				52508	13	2	50400	9	2
514	Illinois Central	71250	11	1				52020	7	2	53695	7	2
515	Prairie State	69900	.25	1				57881	11	2	49231	1	2
516	Waubonsee	72000	5	1				55200	9	2	54000	4	2
517	Lake Land	61215	2	1				46725	0	2	49217	2	2
518	Carl Sandburg	61883	3	1				46619	6	2	42660	1	2
519	Highland	63250	6	1				45600	14	2	40000	0	2
520	Kankakee	72500	10	1				44041	3	2	51406	10	2
521	Rend Lake	61861	8	1				43955	2	2	50900	8	2
522	Belleville	79407	6		66770	2		64322	1		62991	3	
523	Kishwaukee	DNA			DNA			DNA			DNA		
524	Moraine Valley	72000	5	1				55000	1	2	52875	3	3
525	Joliet	DNA			DNA			DNA			DNA		
526	Lincoln Land	DNA			DNA			DNA			DNA		
527	Morton	59360	1	1				44505	1	2	44505	1	2
528	McHenry	59129	7	1				46262	6	2	46262	1	2
529	Illinois Eastern	63000	3	1	49459 (4)	1/9	2						
530	Logan	65715	5	1				53961	12	2	54242	7	2
531	Shawnee	DNA			DNA			DNA			DNA		
532	Lake County	Vacant						58500	1	2	62000	5	2
533	Southeastern	65000	13	1				45729	17	2	48450	7	2
534	Spoon River	DNA			DNA			DNA			DNA		
535	Oakton	*						64649	14	2	60780	1	2
536	Lewis & Clark	65000	3	1	47500	2	2	48000	2	2	47000	2	2
537	Richland	53500	1	1				45006	5	2	45636	7	2
539	John Wood	65000	11	1				44000	9	2	38500	0	2
601	State Comm. Coll.	DNA			DNA			DNA			DNA		
	Averages	$68035			$55810			$52304			$50945		

NOTE: Numbers in parentheses following average salaries are the number of persons in each district in that administrative position. No number means one person serves in that position.

*Not finalized
DNA = Data Not Available

Illinois Community College Board

Table 17

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1987
(Continued)

Dist. No.	District Name	Bacc./Univ. Parallel Officer			Occupational Career Officer			Student Services Officer			Continuing Education Officer		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	$						$43058	6	2	$42898	8	2
502	DuPage	48912 (2)	0/7	3	43904 (2)	1/6	3	51927	8	3	53500	7	3
503	Black Hawk	47040	4	3	47296	8	3	47184	8	3	51310	17	3
504	Triton	45276	2	2	49820	2	2	58406	2	2	50472	2	2
505	Parkland				37133	2	3	60337	15	2	28350	1	3
506	Sauk Valley							43646	15	2	35830	5	3
507	Danville										37675	2	2
508	Chicago	46000	0	2	33000	0	2	37452 (6)	1/6	3	34577 (6)	0/9	3
509	Elgin				44500	0	3	42753	6	3	40434	7	3
510	Thornton	DNA			DNA			DNA			DNA		
511	Rock Valley	46240	9	3	46240	11	3	37542	2	3	46240	8	3
512	Harper							58880	1	2	47675	8	4
513	Illinois Valley				39320	9	3	43192	10	2	38000	7	2
514	Illinois Central	50465	6	3	48475	3	3	50110	11	2	51805	7	3
515	Prairie State				46495	19	3	44000	0	2	45322	5	3
516	Waubonsee	48150	4	3	38200	4	4	46650	4	3	55200	4	2
517	Lake Land				40678	1	3	46725	6	2	27300	2	4
518	Carl Sandburg	28350	2	3	41786	8	3	40000	0	2	41259	13	3
519	Highland										31000	4	3
520	Kankakee				39289	9	3	37364	3	3	41433	6	3
521	Rend Lake				46264	7	2	39561	1	2			
522	Belleville	56633 (3)	4		56633 (3)	4		63519	13				
523	Kishwaukee	DNA			DNA			DNA			DNA		
524	Moraine Valley	45429	4	4	40500	1	4	57587	12	3	47112	1	4
525	Joliet	DNA			DNA			DNA			DNA		
526	Lincoln Land	DNA			DNA			DNA			DNA		
527	Morton	37632	10	3	37278	5	3	44119	5	2	35727	5	3
528	McHenry							34144	0	3	38000	5	3
529	Illinois Eastern	37762 (4)	1/8	3	29860 (4)	0/7	3	33480 (4)	1/16	3	19440	1	4
530	Logan							46071	9	3	37871	4	4
531	Shawnee	DNA			DNA			DNA			DNA		
532	Lake County							56135	14	3	39260	2	3
533	Southeastern				42312	2	3	45726	2	2	31328	11	3
534	Spoon River	DNA			DNA			DNA			DNA		
535	Oakton							61710	16	2	47010	2	3
536	Lewis & Clark							Vacant			40000	1	3
537	Richland							45636	14	2			
539	John Wood				29000	1	3	38400	2	2	35600	10	2
601	State Comm. Coll.	DNA			DNA			DNA			DNA		
	Averages	$45186			$41657			$44406			$39545		

DNA - Data Not Available

Illinois Community College Board

Table 17

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1987
(Continued)

Dist. No.	District Name	Director of Data Processing			Director of Research/Planning			Admissions/Records Officer			Director of Counseling		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	$38592	9	3	$36739	9	3	$39011	7	3	$38376	6	3
502	DuPage	55847	1	3	45686	4	4	53094 (2)	0	4	48534	7	4
503	Black Hawk	42288	3	3				44565	19	4	42336	11	4
504	Triton	50196	7	3	34015	1	3	38347	2	3	37643	2	3
505	Parkland	43659	4	3	46483	15	3	35640	8	3			
506	Sauk Valley	37215	15	4	35896	5	4	35244	5	3			
507	Danville	26037	7	3				33311	8	4	24887	3	4
508	Chicago	47511	2	2				41079 (6)	1/6	3			
509	Elgin	44683	4	3							41053	6	3
510	Thornton	DNA			DNA			DNA			DNA		
511	Rock Valley	41562	11	4				37335	8	4			
512	Harper	51760	6	3	47650	15	2	47450	7	3	40000	.25	3
513	Illinois Valley	44000	8	2				30580	8	3			
514	Illinois Central	40150	9	3	46765	7	2	46615	2	3	40525	8	3
515	Prairie State	42508	1	3	34434	6	3	38041	9	3			
516	Waubonsee	43000	10	3									
517	Lake Land	35060	1	4				37175	18	4			
518	Carl Sandburg	37713	11	3	32782	0	4	31290	7	3			
519	Highland	33900	8	3				27840	3	3			
520	Kankakee				39653	6	2	33002	3	3	34754	11	3
521	Rend Lake							26700	6	3	30596	3	3
522	Belleville	39723	9		65559	3		40844	6		56633	7	
523	Kishwaukee	DNA			DNA			DNA			DNA		
524	Moraine Valley	44500	3	3	22637	1	4	41213	4	4	48936	3	4
525	Joliet	DNA			DNA			DNA			DNA		
526	Lincoln Land	DNA			DNA			DNA			DNA		
527	Morton	40491	7	3				39656	12	3			
528	McHenry	38171	8	4				32000	6	4			
529	Illinois Eastern	28775	2	3	35407 (2)	5/18	3	20540 (5)	0/4	4	19506 (3)	2	4
530	Logan	28928	5	4				39605	3	4			
531	Shawnee	DNA			DNA			DNA			DNA		
532	Lake County	50511	12	3	33461	2	3	50511	14	4			
533	Southeastern										29485	9	4
534	Spoon River	DNA			DNA			DNA			DNA		
535	Oakton	53923	16	3	50338	1	3						
536	Lewis & Clark	36129	15	3				29931	4	3			
537	Richland				41854	12	3	26063	5	4			
539	John Wood	35900	6	2				25500	7	3			
601	State Comm. Coll.	DNA			DNA			DNA			DNA		
	Averages	$41169			$40280			$35864			$35767		

DNA = Data Not Available

Illinois Community College Board

Table 17

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1987
(Continued)

Dist. No.	District Name	Director of Financial Aid			Director of Job Placement			Director of Student Activities			Director of Library/LRC		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	$18237	3	3	$			$			$28468	3	3
502	DuPage	41990	6	4	49240	16	4	45578	7		44925	1	3
503	Black Hawk	44616	16	4							25920	4	4
504	Triton	33463	4	4				37322	2	3	48796	3	2
505	Parkland	41756	16	3	32234	2	3	51513	19	3	51978	17	3
506	Sauk Valley	36286	16	4									
507	Danville	35055	16	4							37004	5	3
508	Chicago	35352 (7)	1/7	3				26981 (5)	0/12	3			
509	Elgin	38607	12	3				36263	3	3	46942	10	3
510	Thornton	DNA			DNA			DNA			DNA		
511	Rock Valley	34337	6	4				33561	17	4	41562	17	4
512	Harper							37750	9	2	46600	16	4
513	Illinois Valley	23000	1	3							35579	16	3
514	Illinois Central	33425	2	3							49520	14	3
515	Prairie State							25657	1	3	26291	1	3
516	Waubonsee										36000	6	4
517	Lake Land	35045	14	4	26609	11	4				34213	15	4
518	Carl Sandburg	24000	2	3							34020	3	3
519	Highland	28900	3	3							28800	3	3
520	Kankakee	19162	3	4	20342	4	4	17758	3	3	31000	3	3
521	Rend Lake	27242	6	3	31303	5	3				37274	7	3
522	Belleville	32770	4					31000	4		51357	17	
523	Kishwaukee	DNA			DNA			DNA			DNA		
524	Moraine Valley	23565	4		32328	5		16000	1		43708	4	
525	Joliet	DNA			DNA			DNA			DNA		
526	Lincoln Land	DNA			DNA			DNA			DNA		
527	Morton										35347	2	3
528	McHenry	23844	2	4				15717	3	4	38000	7	3
529	Illinois Eastern	19440 (4)	1/2	4							21492 (3)	2/16	4
530	Logan				34583	5	4	32501	13	4	47450	15	3
531	Shawnee	DNA			DNA			DNA			DNA		
532	Lake County	37810	5	4	27203	3	4	50511	17	4	52096	15	3
533	Southeastern	27878	3	4							32732	22	4
534	Spoon River	DNA			DNA			DNA			DNA		
535	Oakton										53923	16	3
536	Lewis & Clark	19026	2	4	18520	2	4	36209	2	3	41126	14	4
537	Richland	35232	4	4				31377	2	4	37514	5	4
539	John Wood	26600	5	3							22000	0	3
601	State Comm. Coll.	DNA			DNA			DNA			DNA		
	Averages	$30488			$30262			$31681			$37644		

DNA = Data Not Available

Illinois Community College Board

Table 17

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1987
(Continued)

Dist. No.	District Name	Development/Grants Officer			Public Relations Officer			Director of Personnel			Business Services Officer		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	$			$			$			$		
502	DuPage	30102	0	4	38468	4	4	52323	0	3	43291	1	4
503	Black Hawk				35712	2	3	44184	13	3	27972 (2)	2/4	3
504	Triton	50515	4	2	33920	1	4				43000	.5	3
505	Parkland				26250	1	3	49273	11	3			
506	Sauk Valley				35859	19	4						
507	Danville				23150	3	2	31704	11	2			
508	Chicago	34836	5	3	48148	2	2	74900	0	2	45181	4	3
509	Elgin				35068	15	3						
510	Thornton	DNA			DNA			DNA			DNA		
511	Rock Valley				34975	10	4						
512	Harper				48700	11	2	48065	4	3	53555	1	3
513	Illinois Valley				36640	17	2						
514	Illinois Central				36685	5	3	48030	9	3			
515	Prairie State	29557	2	3	33263	2	3	34778	2	3	27822	2	3
516	Waubonsee	50150	2	3	26000	0	3	41100	8	3	43400	1	3
517	Lake Land				25341	3	4	18711	4	4	34503	9	4
518	Carl Sandburg				20067	5	4						
519	Highland				18000	0	4				20800	9	4
520	Kankakee				32500	2	2						
521	Rend Lake				26649	8	3						
522	Belleville	35524	14		43800	1		47791	3		31653 (2)	2/15	
523	Kishwaukee	DNA			DNA			DNA			DNA		
524	Moraine Valley	23500	3	4	24788	2	4	34500	3	3	29276	1	3
525	Joliet	DNA			DNA			DNA			DNA		
526	Lincoln Land	DNA			DNA			DNA			DNA		
527	Morton				40895	15	3	35727	1	3			
528	McHenry				28459	12	4	29865	8	3	25024	3	3
529	Illinois Eastern	29300 (5)	0/1	3	19440 (3)	0/2	4	21660	0	3	19742 (4)	2/10	4
530	Logan	39293	11	4	27966	2	4						
531	Shawnee	DNA			DNA			DNA			DNA		
532	Lake County	31465	1	3	34440	6	2	42302	5	3	48916	5	3
533	Southeastern	25209	3	3									
534	Spoon River	DNA			DNA			DNA			DNA		
535	Oakton	35100	2	3				46866	10	4	35303	5	4
536	Lewis & Clark	35523	9	3	31270	2	3						
537	Richland												
539	John Wood				23800	0	3						
601	State Comm. Coll.	DNA			DNA			DNA			DNA		
	Averages	$33369			$30971			$41281			$32414		

DNA = Data Not Available

Illinois Community College Board

Table 17

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1987
(Continued)

Dist.		Physical Facil./Grounds Officer			Adult Basic/Secondary Educ.			Director of Athletics			Controller		
No.	District Name	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	$25785	10	3	$			$28000	1	3	$		
502	DuPage				20995	0	4	50394	7	4			
503	Black Hawk	41544	17	3	40752	13	4	31500	1	4	44256	8	3
504	Triton	44250	.5	3	33913	2	3	35904	5	4	47092	2	3
505	Parkland	45202	17	3									
506	Sauk Valley	32451	14	4									
507	Danville	32403	12	3							31288	7	3
508	Chicago	51406	8	3	59947	2	3				54066	19	2
509	Elgin	39749	6	3							39658	13	3
510	Thornton	DNA			DNA			DNA			DNA		
511	Rock Valley	31752	3	4	30950	4	4				30985	9	4
512	Harper	52538	4	3	40100	3	4	52000	19	4			
513	Illinois Valley	31000	1	3									
514	Illinois Central	43770	7	3							38765	2	3
515	Prairie State										38114	10	3
516	Waubonsee	43000	2	3	32500	10	4				26500	8	4
517	Lake Land	30438	0	4	22223	0	4						
518	Carl Sandburg	33542	8	3							24000	.5	3
519	Highland	35200	6	3				30500	6	3			
520	Kankakee	33852	10	3	21970 (2)	7/9	4	37153	14	3	24627	6	3
521	Rend Lake	32273	3	3	30750	1	3	38895	5	3			
522	Belleville	36000	1		33944	6		29651	7				
523	Kishwaukee	DNA			DNA			DNA			DNA		
524	Moraine Valley	44574	11	3	31849	6		26750	3		30000	1	3
525	Joliet	DNA			DNA			DNA			DNA		
526	Lincoln Land	DNA			DNA			DNA			DNA		
527	Morton	39306	4	3									
528	McHenry	28000	7	4	34818	9	4						
529	Illinois Eastern	24373 (3)	0/1	3				23000 (3)	0/2	4	37333	9	3
530	Logan	21185 (2)	2		31388	4					41833	6	3
531	Shawnee	DNA			DNA			DNA			DNA		
532	Lake County	45427	17	3				Vacant					
533	Southeastern												
534	Spoon River	DNA			DNA			DNA			DNA		
535	Oakton	44710	5	3				43430	14	3	40457	11	4
536	Lewis & Clark				36163	2	3						
537	Richland	27274	3										
539	John Wood										28900	3	3
601	State Comm. Coll.	DNA			DNA			DNA			DNA		
	Averages	$35365			$32765			$33798			$36177		

DNA = Data Not Available

Section IX

SUMMARY OF FISCAL YEAR 1987 MONTHLY CLASSIFIED STAFF SALARIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 18 summarizes Illinois community college earnings for specific classified staff titles. The number of employees in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 1987 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

Table 19 compares monthly mean salaries of comparable university civil service positions and classified community college positions. Overall, community college classified staff salaries are 2.6 percent lower than classified salaries at universities. However, many variables, such as tenure in the positions and exact job responsibilities, are unknown, which makes valid comparisons difficult.

Illinois Community College Board

Table 18

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED STAFF AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 1987

Title	Number of Employees	Low Salary	Average Salary	High Salary
Accountant I	33	$1,101	$1,697	$2,853
Accountant II	30	1,158	1,898	2,913
Accountant Clerk I	68	782	1,331	2,198
Accountant Clerk II	72	851	1,373	2,427
Admissions/Records Clerk	122	707	1,089	1,662
Admissions/Records Supervisor or Tech.	45	953	1,752	2,486
Audio-Visual Services Manager	58	934	1,720	3,407
Bookstore Manager	27	989	1,749	2,713
Clerk Typist	416	468	1,401	1,991
Computer Operator I (Junior)	20	939	1,222	1,611
Computer Operator II (Senior)	26	914	1,426	1,905
Computer Programmer I (Junior)	18	1,006	1,472	2,005
Computer Programmer II (Senior)	21	1,069	1,772	2,500
Computer Systems Analyst	26	1,144	2,368	3,039
Custodian	383	788	1,263	1,862
Custodian Supervisor	40	1,126	1,767	2,647
Keypunch Operator/Data Entry Clerk	64	854	1,558	2,198
Library Clerk	114	801	1,362	2,427
Purchasing Clerk	33	906	1,473	2,093
Purchasing Supervisor	12	1,314	2,043	2,713
Receptionist/Switchboard Operator	55	765	1,248	1,518
Secretary-General	413	600	1,214	2,427
Secretary-Administrative	250	950	1,369	2,570
Secretary-Executive	96	1,187	1,685	3,456
Security Officer/Guard	66	977	1,482	2,029
Security Supervisor	16	1,365	2,174	2,894
Shipping/Recording Clerk	27	1,000	1,366	1,883

Illinois Community College Board

Table 19

COMPARISON OF MONTHLY FISCAL YEAR 1987 SALARIES OF CLASSIFIED PERSONNEL AT ILLINOIS PUBLIC COMMUNITY COLLEGES WITH UNIVERSITY CIVIL SERVICE SALARIES

Title	University Civil Service Monthly Mean Salary	Community College Monthly Mean Salary	Difference in Mean Salaries	Percent Difference in Mean Salaries
Accountant I	$1,690	$1,697	$ 7	0.4%
Accountant II	2,021	1,898	-123	-6.1
Accountant Clerk I	1,099	1,331	232	21.1
Accountant Clerk II	1,337	1,373	36	2.7
Admissions/Records Officer I	1,304	1,089	-215	-16.5
Admissions/Records Officer III	2,019	1,752	-267	-13.2
Audio-Visual Service Manager	2,479	1,720	-759	-30.6
Bookstore Manager	2,464	1,749	-715	-29.0
Clerk Typist I	800	1,401	601	75.1
Digital Computer Operator I	1,124	1,222	98	8.7
Digital Computer Operator II	1,313	1,426	113	8.6
Computer Programmer I	1,340	1,472	132	9.9
Computer Programmer II	1,601	1,772	171	10.7
Computer/Data Processing Analyst I	2,171	2,368	197	9.1
Custodian/Building Service Worker	1,277	1,263	-14	-1.1
Custodian Supervisor	2,590	1,767	-823	-31.8
Keypunch Operator/Data Entry Oper. I	873	1,558	685	78.5
Library Clerk I	902	1,362	460	51.0
Purchasing Clerk/Purchasing Asst. I	1,549	1,473	-76	-4.9
Purchasing Supv./Purchasing Agent	2,841	2,043	-798	-28.1
Secretary-General	1,150	1,214	64	5.6
Secretary-Administrative	1,818	1,369	-449	-24.7
Secretary-Executive	2,224	1,685	-539	-24.2
Security Officer/Guard	1,219	1,482	263	21.6
Security Supervisor	1,865	2,174	309	16.6
Shipping/Receiving Clerk	1,062	1,366	304	28.6
Average Salaries	$1,620	$1,578	$ -42	-2.6%

Section X

FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1986

Table 20 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 1986.

Table 21 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 22 presents the total and average cost per employee of fringe benefits at each college for faculty, other professionals, administrative, and classified staff.

The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.

Table 20

SUMMARY OF AVERAGE FISCAL YEAR 1986 FRINGE BENEFIT COSTS PER EMPLOYEE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Fringe Benefits		
	Low	Average	High
Teaching Faculty	$890	$2,405	$3,350
Administrative	$919	$2,437	$6,104
Other Professional	$865	$2,501	$3,393
Classified	$834	$2,160	$3,189

Illinois Community College Board

Table 21

FRINGE BENEFITS PAID FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1986

Dist. No.	District	Health Insurance	Health Insurance for Family Dependents	Dental Insurance	Life Insurance	Employees SURS Contrib. Paid by College	Free or Partial Tuition for Family	Sabbatical Leave With Pay	Worker's Compensation	Unemployment Insurance	Social Security	Disability	Other
501	Kaskaskia	x	x		x		x	x	x	x			
502	DuPage	x	x	x	x		x	x	x	x			x
503	Black Hawk	x	x		x		x	x	x	x		x	
504	Triton	x	x	x	x		x	x	x	x		x	
505	Parkland	x	x	x	x			x	x	x		x	x
506	Sauk Valley	x	x		x		x		x	x			x
507	Danville	x*	*		*		x	x	x	x		*	x
508	Chicago	x	x	x	x		x	x	x	x			
509	Elgin	x	x	x	x		x	x	x	x			
510	Thornton	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
511	Rock Valley	x	x	x	x		x	x	x				x
512	Harper	x	x	x	x		x	x	x	x		x	x
513	Illinois Valley	x	x		x			x	x	x			
514	Illinois Central	x	x	x	x		x	x	x	x		x	x
515	Prairie State	x	x		x		x	x	x	x		x	x
516	Waubonsee	x	x	x	x		x	x	x	x		x	x
517	Lake Land	x	x	x	x		x	x	x	x			
518	Carl Sandburg	x		x	x		x	x	x	x	x		
519	Highland	x	x		x		x	x	x	x		x	x
520	Kankakee	x			x		x	x	x	x			x
521	Rend Lake	x		x	x		x	x	x	x		x	
522	Belleville	x	x		x		x	x	x	x		x	x
523	Kishwaukee	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
524	Moraine Valley	x	x		x		x	x	x	x		x	
525	Joliet	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
526	Lincoln Land	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
527	Morton	x	x		x		x	x	x	x	x		
528	McHenry	x	x	x			x	x	x	x			x
529	Illinois Eastern	x					x	x	x	x			x
530	Logan	x	x	x	x		x	x	x	x			x
531	Shawnee	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
532	Lake County	*	*				x	x	x				x
533	Southeastern	x	x		x			x	x	x			
534	Spoon River	x	x	x	x	x	x	x	x	x			x
535	Oakton	x	x	x	x		x	x	x	x			
536	Lewis & Clark	x		x	x		x	x	x	x		x	
537	Richland	x	x	x	x		x	x	x	x		x	
539	John Wood	x	x	x	x		x	x	x	x		x	x
601	State Comm.Coll.	x			x		x	x					

*Options provided under Cafeteria plan.

DNA - Data Not Available

Illinois Community College Board

Table 22

FISCAL YEAR 1986 ANNUAL COST OF FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	Teaching Faculty			Administrative Staff			Other Professional Staff			Classified Staff		
		Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
501	Kaskaskia	60	$ 132154	$2203	20	$ 46545	$2327	4	$ 7572	$1893	36	$ 80773	$2244
502	DuPage	207	475479	2297	22	50534	2297	47	107959	2297	276	633972	2297
503	Black Hawk	146	261674	1792	40	93213	2330	8	10750	1344	180	302307	1679
504	Triton	230	695202	3023	39	124371	3189	14	44646	3189	311	991779	3189
505	Parkland	159	309193	1945	22	45296	2059	43	70563	1641	92	147202	1600
506	Sauk Valley	55	136076	2474	19	50845	2676	17	35540	2091	54	110899	2054
507	Danville	59	72809	1234	21	27815	1325	3	3600	1200	71	91548	1289
508	Chicago	1028	3071948	2988	195	583876	2994	439	1288138	2934	596	1778921	2985
509	Elgin	86	172272	2003	24	49452	2061	9	15696	1744	90	167616	1862
510	Thornton	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
511	Rock Valley	125	350221	2802	19	48533	2554	14	38142	2724	108	270694	2506
512	Harper	169	458277	2712	27	79257	2935	20	51383	2569	391	769828	1969
513	Illinois Valley	82	109776	1339	11	67146	6104	14	47499	3393	62	69720	1125
514	Illinois Central	180	364500	2025	27	54675	2025	39	78975	2025	184	372600	2025
515	Prairie State	97	208518	2150	21	50429	2401	6	12898	2150	96	171134	1783
516	Waubonsee	58	143113	2467	22	57349	2607	3	6715	2238	64	151699	2370
517	Lake Land	89	233557	2624	19	50510	2658	26	68230	2624	79	207315	2624
518	Carl Sandburg	54	93906	1739	13	19279	1483	15	22245	1483	46	68218	1483
519	Highland	41	78711	1920	13	25664	1974	13	23737	1826	49	93549	1909
520	Kankakee	51	90358	1772	35	65202	1863	18	27872	1548	80	129165	1615
521	Rend Lake	55	48950	890	19	17461	919	8	6920	865	39	32526	834
522	Belleville	112	245264	2190	36	116563	3238	12	22489	1874	91	162508	1786
523	Kishwaukee	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
524	Moraine Valley	167	436204	2612	26	67912	2612	78	203736	2612	133	347396	2612
525	Joliet	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
526	Lincoln Land	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
527	Morton	59	147500	2500	13	32500	2500	4	10000	2500	78	195000	2500
528	McHenry	48	160817	3350	21	69697	3319	11	29505	2682	44	131290	2984
529	Illinois Eastern	126	145716	1156	70	75620	1080	11	11547	1050	95	117617	1238
530	Logan	48	138571	2887	19	37559	1977	11	18334	1667	49	80377	1640
531	Shawnee	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
532	Lake County	156	339300	2175	40	104120	2603	21	50148	2388	170	353260	2078
533	Southeastern	37	49818	1346	11	16207	1473	12	15034	1253	33	37731	1143
534	Spoon River	35	116068	3316	16	47841	2990	11	33243	3022	47	99721	2122
535	Oakton	137	456895	3335	30	120000	4000	8	26680	3335	189	346437	1833
536	Lewis & Clark	81	80927	999	21	21000	1000	9	8663	963	94	88670	943
537	Richland	36	63648	1768	19	31578	1662	5	7240	1448	32	30656	958
539	John Wood	24	27073	1128	12	19086	1591	8	8302	1038	25	30349	1214
601	State Comm. Coll.	43	41789	972	16	15798	987	7	6895	985	46	43600	948
	Totals/Averages	4140	$9956284	$2405	978	$2382933	$2437	968	$2420896	$2501	4030	$8706077	$2160

DNA = Data Not Available

Section XI

FISCAL YEAR 1987 MEAN PERCENTAGE SALARY INCREASES FOR FACULTY, OTHER PROFESSIONAL STAFF, ADMINISTRATIVE STAFF, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 23 summarizes fiscal year 1987 weighted average percentage salary increases of full-time faculty, other professional staff, administrative staff, and classified staff.

The mean percentage salary increases for each classification of employees at each community college district reporting data are shown in Table 24.

Table 23

SUMMARY OF FISCAL YEAR 1987 MEAN PERCENTAGE SALARY INCREASES FOR ADMINISTRATIVE, OTHER PROFESSIONAL, FACULTY, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Weighted Mean Percentage Salary Increases*		
	Low	Average	High
Administrative	3.4%	6.6%	9.3%
Other Professional	4.4%	6.9%	9.0%
Faculty	2.5%	7.0%	9.0%
Classified	3.7%	7.0%	13.0%

*Does not include districts with missing data.

Schools not included: Thornton
Kishwaukee
Joliet
Lincoln Land
Shawnee
Spoon River
State Community College

Illinois Community College Board

Table 24

FISCAL YEAR 1987 WEIGHTED MEAN PERCENTAGE SALARY INCREASES FOR ADMINISTRATIVE STAFF, FACULTY, OTHER PROFESSIONAL STAFF, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	Administrative Staff	Other Professional Staff	Faculty	Classified Staff
501	Kaskaskia	6.1%	5.8%	6.1%	6.7%
502	DuPage	7.1	7.1	7.1	6.3
503	Black Hawk	4.3	6.9	6.9	4.3
504	Triton	6.0	8.3	8.5	6.4
505	Parkland	5.2	5.5	8.0	5.4
506	Sauk Valley	6.3	6.1	7.6	5.9
507	Danville	5.5	5.8	5.5	5.2
508	Chicago	7.6	7.0	7.0	4.3
509	Elgin	4.0	7.9	7.5	5.2
510	Thornton	DNA	DNA	DNA	DNA
511	Rock Valley	9.0	9.0	9.0	9.0
512	Harper	6.5	6.5	6.5	DNA
513	Illinois Valley	3.4	4.4	3.3	4.1
514	Illinois Central	5.9	5.8	6.2	3.7
515	Prairie State	4.0	4.4	4.4	4.1
516	Waubonsee	5.6	5.8	5.8	6.0
517	Lake Land	5.7	7.0	6.9	7.4
518	Carl Sandburg	8.0	8.0	8.0	8.0
519	Highland	8.3	7.1	7.0	7.6
520	Kankakee	8.4	7.1	8.9	7.5
521	Rend Lake	7.0	7.0	7.1	9.0
522	Belleville	9.1	8.9	8.8	10.1
523	Kishwaukee	DNA	DNA	DNA	DNA
524	Moraine Valley	6.1	7.8	8.6	7.1
525	Joliet	DNA	DNA	DNA	DNA
526	Lincoln Land	DNA	DNA	DNA	DNA
527	Morton	6.3	6.6	7.1	9.8
528	McHenry	6.0	7.5	8.4	7.5
529	Illinois Eastern	9.3	8.6	6.7	13.0
530	Logan	5.5	4.9	2.5	5.3
531	Shawnee	DNA	DNA	DNA	DNA
532	Lake County	8.5	8.5	8.6	8.5
533	Southeastern	7.0	9.0	7.0	9.0
534	Spoon River	DNA	DNA	DNA	DNA
535	Oakton	7.0	7.0	7.0	6.8
536	Lewis & Clark	5.0	5.0	5.0	8.2
537	Richland	7.6	7.6	8.0	7.6
539	John Wood	8.4	7.5	8.5	9.4
601	State Comm. Coll.	DNA	DNA	DNA	DNA
	Averages	6.6%	6.9%	7.0%	7.0%

DNA = Data Not Available

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